



**COMMISSION ON STATUS OF WOMEN  
SAN LUIS OBISPO COUNTY  
P.O. Box 15116  
San Luis Obispo, Ca. 93405**

**REPORT ON ACTIVITIES  
2011/2012**

**MAY 2012**

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## **Mission Statement**

The San Luis Obispo County Commission on the Status of Women is an official advisory body to the San Luis Obispo County Board of Supervisors. It is an advocate for the equal rights and for the agencies and programs that support the health, socioeconomic and professional well-being of women in our community.

The Commission enhances the quality of women's lives by identifying key issues that face women in San Luis Obispo County and by recommending solutions for those issues. It facilitates action by sponsoring projects and by serving as the coordinating body for the various community organizations that are dedicated to women. The Commission's goal is to increase collaborative efforts among groups to influence public policy.

## **Current Roster**

District One: Rebecca Collie, Consuelo Meux, ONE VACANCY

District Two: Jan Harper, Vicki Milledge, Paulla Ufferheide

District Three: Jan Potter, Shawna Scott, Dianne Tuttle

District Four: Patricia Duron, Kathy Veder, ONE VACANCY

District Five: Michelle Blanc, Alexandria "Silver" Helms, ONE VACANCY

## **Report on Activities 2011/2012 - Goal: Collaboration and Visibility**

1. Day with Creative Women (August 2011), partnered with Women's Community Center to continue this yearly event. Shared in process for successful event, Commission booth, and food booth.
2. Commission website <[www.slowomen.org](http://www.slowomen.org)> is online, informational, and presents the Commission's Annual Survey available for completion and submittal.
3. Commission Status: one commissioner, Paula Kay Fiske Lozano (District 1) resigned; one commissioner, Patricia Justice (District 4) resigned due to relocation out of county; gained three new Commissioners, Rebecca Collie, (District 1), Kathy Veder (District 4), Michelle Blanc (District 5).
4. April 2012 Commission Retreat: productive working meeting, discussion and strategy set on: yearly survey process; reaching the invisible women within our communities; future events; skills available within Commission.

5. Commission survey status: 2011 compilation completed and distributed; 2012 process initiated March 2012.
6. Health Forum, March 15, 2012, Ludwick Center: successful forum on San Luis Obispo County health issues and available services. Keynote speaker Congresswoman Lois Capps; discussion panel included Mayor Jan Marx, Dr. Penny Borenstein, M.D., County Public Health Officer, Karen Jones, Ombudsman, County Area on Agency on Aging, and Buff Lawson, Hospice Counselor. 20 non-profits/vendors on hand to provide information on services. Four out of five Board Supervisors and/or Legislative Aides in attendance, and Board provided Resolution.
7. Participation at Paso Robles Health Forum including informational booth and survey distribution and collection (April 29, 2012).
8. Meeting Speakers - presentations to Commission at start of monthly meeting including: Senior Living Consultant; 211 Program Overview; Women's Community Center of San Luis Obispo; and, Finding Strength/Facing Your Fear; Understanding Your Business Environment.
9. Annual National Association of Commissions for Women Conference (NACW) July 2011. One Commissioner attended and provided summary report to Commission.
10. Association of California Commissions for Women (ACCW) - attended annual retreat; meeting attendance/participation; participating on committees. San Luis Obispo County has a solid presence within this organization.

### **Planned Goals and Objectives, 2012/2013**

1. Fully staffed Commission.
2. Commission survey - distribute; collect over 500 completed surveys; consolidate and report findings in annual report.
3. Continue monthly meeting speakers to provide information/education and collaboration opportunities to Commission.
4. March 2013 event (Women's History Month)
5. Continue building communications tools: website, distribution list, social media, and networking.
6. Update and clarify Commission Officer responsibilities, goals, and expectations.
7. Have fun working together.

## **Budget**

### **Fully Thriving Commission**

<b>Budget Item</b>	<b>Cost</b>
<b>DUES</b>	
National Association of Commissions for Women (NACW)	\$100.00
Association of California Commissions for Women (ACCW)	\$50.00
<b>COMMUNITY OUTREACH</b>	
Day With Creative Women	\$75.00
March 2013 Event	\$500.00
Informational Booths (3-5 events)	\$100.00
Woman of the Year	\$100.00
<b>CONVENTIONS</b>	
NACW (registration and two nights lodging)	\$1500.00
CA State Convention	\$500.00
Annual Retreat	\$125.00
Public Hearings within State	\$500.00
<b>OPERATIONAL COSTS</b>	
Printing/Reproductions (Survey, Brochure)	\$650.00
Website management	\$150.00
Postage	\$100.00
Telephone Line/County Vmail	\$50.00
Badges/Name Tags/Business Cards	\$100.00
<b>TOTAL</b>	<b>\$4,600.00</b>

## Sustaining Commission

Budget Item	Cost
<b>DUES</b>	
National Association of Commissions for Women (NACW)	\$100.00
Association of California Commissions for Women (ACCW)	\$50.00
<b>OPERATIONAL COSTS</b>	
Printing/Reproductions (Survey, Brochure)	\$300.00
Website Management	\$150.00
Postage	\$100.00
Telephone Line/County voicemail	\$50.00
Badges/Name Tags/Business Cards	\$100.00
Advertising (public notices)	\$150.00
<b>TOTAL</b>	<b>\$1,000.00</b>

San Luis Obispo County Commission on Status of Women  
Women's Issues Survey 2011

Please tell us about the quality of your life and your interests.

1. SAME (On a scale of 1 to 10 where 1 means poor and 10 means excellent, how do you rate the overall quality of life for you and your family here in San Luis Obispo County? Please circle the number between 1 and 10 that best represents your quality of life---the higher the number the better the quality.)

<u>Rating</u>	<u>Percent</u>	
2	.7%	(1/148)
3	2.0%	(3/148)
4	0.7%	(1/148)
5	1.4%	(2/148)
6	4.7%	(7/148)
7	4.7%	(7/148)
8	24.3%	(36/148)
9	23.6%	(35/148)
10	37.8%	(56/148)

Three respondents did not answer this question.

2. How secure do you feel about your physical health?

Slightly secure (not at all)	11.3%	(17/150)
Secure	62.0%	(93/150)
Extremely/Very secure	26.7%	(30/150)

One respondent did not answer this question.

3. How secure do you feel emotionally?

Slightly secure (not at all)	5.4%	(8/149)
Secure	46.3%	(69/149)
Extremely/Very secure	48.3%	(72/149)

Two respondents did not answer this question.

4. How secure do you feel financially?

Slightly secure (not at all)	20.7%	(31/150)
Secure	54.0%	(81/150)
Extremely/Very secure	25.3%	(38/150)

One respondent did not answer this question.

5. Which of the following issues are you dealing with right now?

NOTE: 61 respondents (61/151 = 40.4% of the sample) left this question blank or indicated that they were not dealing with any issues at the time.

In order of frequency, the issues listed were as follows:

Health issues (39); Financial Security (39); Lack of Housing, Affordable Housing (20); Childcare/children's issues (17); Lack of Transportation (10); Legal Issues (7); Unemployment (7); Drug/Alcohol abuse (6); (Discrimination (5); Violence/Domestic abuse (3) and Hunger/nutrition (2).

Others issues mentioned by the respondents included: foster care, SSI problems, bereavement, lack of grief support, isolation, lack of support groups, affordable health care, adult handicap care, care for aging father, elder care, family loss, business growth.

6. What are the barriers, if any, preventing you from getting help you may need?

NOTE; 88 respondents (88/151 = 58.3% of the sample) left this question blank or felt that there were no barriers.

In order of frequency, the barriers listed were as follows: Finances (27); Don't know what services are available (25); Don't know how to access services (20); Intimidated/Hesitant to ask for help (6); transportation (2).

Other barriers mentioned by the respondents were government, getting hold of someone at SSI, insurance limits, age, need for psychoclinical care, health reasons, low paying job, and need for local employment.



7. What is the best way for you to receive information from us about future programs and services?

13 respondents (13/151 = 8.6% of the sample) did not answer this question.

In order of frequency, the best ways to receive information were listed as follows: Email (69); Website (51); Newspaper (47); Newsletter (35); TV/Radio (32); and Flyer (19).

8. What type of programs and services would you like?

NOTE: 23 respondents (23/151 = 15.2% of sample) left this question blank or felt it was not applicable to them.

In order of frequency, the type of program or services wanted were as follows: Senior Issues (63); Health Issues (46); Financial Planning (33); Workshops (29); Small Business (20); Job Searching (19); Speakers (16); Legal Issues (16); Mentor (11); Teen (11); Birth Control (9); Family Relations (9); and Childcare (7).

Other topics suggested were affordable housing, non-networking support groups, emotional support group, adult handicap caregiver issues, better transportation for adults with disabilities, social services community news, and tree cutting permit.

9. Which of the following describes your current employment status?

In general:

42.3% were employed or self-employed (full-time or part-time)

49.0% were retired

4.0% were unemployed

More specifically:

Employed Full Time	26/151 = 17.2%
Self-employed Full Time	20/151 = 13.2%
Employed Part-Time	12/151 = 7.9%
Self-employed Part-Time	6/151 = 4.0%
Retired	74/151 = 49.0%
Unemployed	6/151 = 4.0%

Disabled	1/151 = .7%
Semi-retired	1/151 = .7%
Homemaker	4/151 = 4.0%*
Student	1/151 = .7%**

\*If a person reported that she was a homemaker and employed, she was counted as employed.

\*\*Four persons stated that they were students, but only one did not also indicate that she was not also employed at least part-time.

#### 10. What is your occupation? Or, if retired, what was your occupation?

Two persons did not answer this question

In alphabetical order, the occupations listed were as follows:

{Accountant, CPA, financial, banking} (9); actor; administrative assistant (5); advertising; answering service; {artist, designer, bench jeweler} (4); attorney (4); bookkeeper (2); {business owner, retailer, CEO} (9); calligrapher; cancer research; caretaker; computer technician; counselor (5); correctional officer; doctor's assistant; engineering analyst; environmental planner; executive assistant (2); geriatric social worker; graphic designer (4); hair stylist (2); holistic therapist; homemaker/housewife (5); house cleaner; insurance broker; interior designer; juvenile services officers; librarian (2); maintenance analyst; managerial position {human resource manager, teacher administrator, project manager, operations manager, office manager, executive administrator; safety coordinator; college administrator} (13); massage therapist; nursing (7); office assistant; pet sitter; pharmaceutical representative; postal worker; production worker; psych tech; publisher; public recreation; realtor (2); recreation therapist; registered nurse (2); seasonal worker; secretary; social worker (4); software developer; speech therapist; teacher (28); utility public relations; volunteer {nonprofit, community outreach} (5); YMCA.

#### 11. How well do you think your District Supervisor represents you?

47 respondents (47/151 = 31.1% of the sample) did not answer this questions. 17 of these respondents did not answer this question because this question was omitted from their version of the survey.

Excellent/Very Good	13/104 = 12.5%
Good	73/104 = 70.2%
Poor/Extremely Poor	18/104 = 17.3%

12. What is your age?

Four respondents left this question blank. More than half of the respondents were between the ages of 55-74.

Under 18	2/147 = 1.4%
18-24	4/147 = 2.7%
25-34	8/147 = 5.4%
35-44	13/147 = 8.8%
45/54	19/147 = 12.9%
55-64	48/147 = 32.7%
65-74	36/147 = 24.5%
75 or over	17/147 = 11.6%

13. What is your Zip Code?

Five respondents did not answer this question. In order of frequency, the zip codes reported are as follows:

93401	(28)
93444	(26)
93402	(24)
93405	(16)
93420	(15)
93442	(11)
93422	(8)
93433	(6)
93449	(3)
93446	(2)
93406	(1)
93407	(1)
93424	(1)
93432	(1)
93453	(1)
93455	(1)
93465	(1)

Where do you currently live?

25 respondents (25/151 = 16.6% of the sample) did not answer this question.

Own home	91/126 = 72.2%
Owned mobile home	1/126 = .8%
Rent house	16/126 = 12.7%
Apartment	12/126 = 9.5%
Rented room	2/126 = 1.6%
Shelter	1/126 = .8%
Parents	3/126 = 2.4%

14. What is your Marital Status?

Seven respondents left this question blank.

Single	34/144 = 23.6%
Married	75/144 = 52.1%
Divorced	20/144 = 13.9%
Widowed	12/144 = 8.3%
Living with Domestic Partner	2/144 = 1.4%
Divorced/living with dom. Partner	1/144 = .7%

15. What is your highest level of education?

4 respondents (4/151 = 2.6% of the sample) did not answer this question.

Less than high school graduate	3/147 = 2.0%
High school graduate	14/147 = 9.5%
Some college or AA degree	31/147 = 21.1%
Vocational/Technical certificate	1/147 = 0.7%
AA degree/Vocational certificate	7/147 = 4.8%
Bachelor's degree	47/147 = 32.0%
Postgraduate work/no degree	12/147 = 8.2%
Postgraduate degree	32/147 = 21.8%

16. What is your household annual income?

11 respondents (11/151 = 7.3% of the sample) left this question blank.

Less than \$25,000	27/140 = 19.3%
\$25,000-\$49,999	25/140 = 17.9%
\$50,000-\$74,000	38/140 = 27.1%
\$75,000-\$99,999	20/140 = 14.3%
\$100,000 and over	30/140 = 21.4%

17. What are the age range(s) of your children and how many in each age range(s)?

11 respondents (11/151 = 7.3% of the sample) left this question blank.

NOTE: The format of the question will need to be changed next year. We did not leave enough space for the respondents to indicate how many children they had in each age category. A few wrote in numbers, but the vast majority simply checked a box.

None	33
Under 5	10
6-10	8
11-17	5
18 and over	93

18. What are your hobbies/interests?

Three respondents did not answer this question. The hobbies listed in order of frequency are as follows:

Reading	95	Games and cards	44
Travel	87	Hiking	42
Volunteering	86	Writing	39
Exercise	75	Sewing	39
Arts and Crafts	74	Swimming	36
Cooking	73	Camping	32
Internet	56	Golf	13

Other hobbies mentioned were gardening (9), music (4), dancing (3), skiing, paddle boarding, tennis, walking, birding, photography (2), pets, church (2), genealogy, theatre, movies, TV, quilting, political activism, and bunco.

NOTE: "Writing" was mentioned twice in this question.

19. How is your health care funded?

Five respondents did not answer this question.

Medicare	44/146 = 30.1%*
Medi-Cal	6/146 = 4.1%
Medicare/Medi-Cal	5/146 = 3.4%
Self-funded	26/146 = 17.8%
Employer	54/146 = 37.0%
None	11/146 = 7.5%

\*This number includes those who checked Medicare/self-funded and Medicare/employer. These respondents were referring to who was paying for the amounts not covered by Medicare. Since Medicare rarely covers the entire medical expenses, you might want to specify (in the future) who pays the amount not covered by Medicare (as secondary insurance or private pay).

## Event Discussion

Why should we do events?

- Visibility
- Collaboration
- Fundraising
- Leadership
  - Be seen as role models
  - Inspiring for women/girls in our communities
- Supporting other organizations
- Survey distribution
- Address issues/women's concerns
  - Pay equity
  - Abuse
  - Reproductive rights
- Question: focus event on issues? If so, the event should be action oriented for results.
- Fill education/knowledge gap as indicated by surveys for him for him

How many events a year?

- 1 or 2
- Look at the time study/reports to determine if we have enough resources
- Goal: to do quality events (without causing Commissioner burnout)

Timeline is necessary:

- So we can delegate
- To ensure that we won't have a time jam in the future

### Draft Timeline for a March, 2013 event (Women's History Month)

- August, 2012 – Event committees formed to create proposals
- October, 2012 meeting
  - Competitive proposals presented & discussed
  - Choose 1 proposal (COSW majority buys in.)
- October, 2012 – Project team meets with potential collaborative groups & sponsors
- November, 2012 meeting
  - Project team presents collaborative group(s) and evidence of their complete buy-in.
  - Buy-in = defined roles, clear & specific commitments
- November, 2012: announce event to Board of Supervisors
- December, 2012 – Report to COSW & to BoS
- January, 2013 meeting
  - March date is solid
  - Speakers are committed
  - Program is outlined
- January, 2013 – Announce event details to BoS
- January, 2013 – Publicity begins
- February 2013 meeting – Report & final task assignments
- March, 2013 – Event

- April, 2013 meeting – Debrief
- June, 2013 meeting – Chair announces August date for event proposals for 2014

#### Event Proposal Criteria:

- Must be realistic for the involved group
- Event project manager and committee members identified
- Event description including desired outcomes
- Project macro timeline: tasks, deadlines, dependencies, assignments, etc.
- Proposed partner organizations with general commitment
- Draft budget: costs & revenues
- Proposed venue
- Proposed dates
- Proposed speakers
- List of publicity outlets, organizational contacts, etc.
- Clear & specific commitments/expectations from Commissioners
- Honor all Commissioner commitments, big or small

#### **Survey Challenge**

- When you hand out a survey, put your name/initials on the top.
- Surveys that are done on the website or at a COSW event booth count for all. (Survey on the website needs to be easy for all to complete.)
- When you take surveys at a local district event, put your initials/name on them. [Editor's note: If you are helping out in a district not your own, put your initials on your surveys (?)]
- If you are attending an event of any kind and are going through the crowd, put your initials on the surveys.
- GOAL: minimum 100 surveys per district
- PRIZE: something done by other Commissioners for the winning District commissioners. Possibly a lavish dinner prepared by Commissioners where we wear big girl clothes with tiaras for the winners. Supervisors & legislative assistants invited.
- Winning District recognized in the annual report to the BoS
- Press release

#### Survey Challenge Strategy Brainstorm

- Commitment
- Perfect time for intra District collaboration
- Day/time org event
- Feedback, e.g. a booth at SLO Farmers' Market didn't get any surveys
- Need an item to give out as a thank you for filling out a survey, especially at events. A little doodad of some kind.
- Keep a running tally/do check-in at every meeting
- Be realistic with District goals
- Visible
- District strategy:



- Try to beat D2 [Editor's note: Shelley is very competitive and so are we in D2.]
- Surveys available at every meeting
- District difficulty: use Challenge as leverage with Supervisor to fill openings quickly. Seek assistance from Commission.
- Survey Challenge Timeline: Start 4/14/2012 - End 12/31/2012
- 2012 data consolidated by February, report in March
- October, 2012-Group (1 person from each District) revisits survey updating

### Finding the Invisible Women & Families in Our Districts

#### Brainstorming

- Find PT matrix
- Farmers' Market (local, not SLO on Thursday nights)
- CHC connection
- Churches
- Colleges: Cuesta/Cal Poly
- Tables at Good Will/Dollar Stores, Walmart
- Echo (?) homeless shelter; Prado Day Center
- Libraries
- Food Bank (meals)
- Nursing homes
- AAUW, Soroptimists, South Bay Womens' Network, League of Women Voters, Republican/Democratic women, Cattlewomens' Association
- CAPSLO events
- Local Community Events

## COSW Job Description

- Look at historical items—JH
- Survey—working document
- Working commission of volunteers
- Expectations—time commitments
  - Meet with chair/supervisor/new commissioner chair gathers applicants skill set information
  - Attend meetings
  - Work on events—clear commitments
  - Full participation in survey gathering
  - Time commitment:
    - Monthly meeting; 1-4 hours a month
    - Survey distribution—2 to 4 hours a month
    - Retreat, -8 hours/once a year
    - Events-up to 6–8 hours a month
- Talent/passion